

## Change Is Evident

By Linda L. Biek, CPA

We are thrilled to announce that the long awaited proposed rules will go into effect in October 2006. Highlights of the new changes are as follows. Please visit the website in October to view a full set of the new rules. One of the most exciting changes this year

1

Carry-forward (C/F) of CPE, up to 24 hours per renewal period, will be allowed as long as the CPA retains a list of the CPE that they are claiming for C/F.

2

The biennial renewal fee will increase from \$80 to \$120.

3

A 4-hour ethics CPE requirement will be implemented as part of the 80-hour CPE requirement for renewal.

will be the introduction of online renewals for CPAs, PAs, and firms. This will allow licensees to submit their renewal information and fee, via computer, as late as December 31, 2006. If the renewal is accepted, the licensee will receive an updated license within a couple of weeks. All licensees are encouraged to attempt to renew as soon as possible.

**Please note:** In order to complete the renewal online, you must meet all of the requirements or you will not be allowed to finalize the transaction. In addition, any licensee who is not able to certify that they have, or will complete, the required CPE by December 31, 2006 may be subject to a late renewal. This applies to both online and paper renewals. If you have questions regarding this change, please contact the Board office.

## News From the CPE Corner

By Ethel Mims

There is quite a bit of news concerning CPE and CPE reporting. The Board is changing with the times and converting to an online renewal system. This will make it easier to renew your license. However, in order to use the online renewal system the process for reporting CPE will change. There will be an increase in CPE audits and the elimination of the detailed CPE listing requirement. Deficiencies discovered through the CPE audit process will be forwarded to the complaint coordinator.

As many of you know, NASBA has expanded its fields of study subject codes for CPE. Specialized Knowledge seems to be a very popular field of study. The Board has received numerous calls and has adopted a new policy concerning this. The licensee is responsible for making the determination if a specialized knowledge CPE course qualifies as technical subject matter. If a CPE audit reveals that the course is a non-technical subject, the licensee shall have the right to present evidence to the Board to support their determination of the course. The appeal will be presented to the Board, who will make the final determination.

The Board has instituted a new

## IN THIS ISSUE

- Change Is Evident
- News From the CPE Corner
- Trial Balance Financial Statements
- Board of Accountancy Membership
- Career Killers
- Staggered CPA Renewals
- Methods of Licensure
- E-mail Addresses
- Delinquent Licenses

## Trial Balance, Financial Statement, Compilation – When is Peer Review Required?

by Leona Johnson

Tennessee registered CPA firms that perform compilations, reviews, audits or other attest services are required to have a peer review once during each three year period.

The Board has received questions regarding what constitutes a compilation. The definition of a **compilation** is the presentation in the form of financial

cont. page 2

cont. page 3

### Trial Balance...cont.

statements data that is the representation of management (owners) without undertaking to express any assurance on the statements.

To determine if a compilation has been performed the CPA must determine if the financial information being presented is a financial statement or a trial balance.

A **trial balance** is the act of totaling debit balances and credit balances to confirm that total debits equal total credits.

A **financial statement** is the presentation

of financial data including balance sheets, income statements, and statements of cash flow, or any supporting statement that is intended to communicate an entity's financial position at a point in time and its results of operations for a period then ended.

The following table lists various types of financial presentations and indicates if the work product is considered to be a compilation, thereby requiring peer review. Since financial presentation titles vary, this list is not all-inclusive. Questions about compilations? Contact Linda L. Biek, CPA, the Board's Executive Director, by e-mail at [acct.info@state.tn.us](mailto:acct.info@state.tn.us).

Type of Financial Presentation	Is this a Compilation?	Is Peer Review Required?
Balance Sheet	Yes	Yes
Income Statement	Yes	Yes
Comprehensive Income Statement	Yes	Yes
Retained Earnings Statement	Yes	Yes
Cash Flow Statements	Yes	Yes
Changes in Owners' Equity Statement	Yes	Yes
Statement of Assets and Liability	Yes	Yes
Statement of Revenue and Expenses	Yes	Yes
Statement of Financial Position	Yes	Yes
Statement of Activities	Yes	Yes
Summary of Operations	Yes	Yes
Statement of Operations by Product Lines	Yes	Yes
Statement of Cash Receipts and Disbursements	Yes	Yes
Trial Balance, without subtotals	No	No
Working Trial Balance, without subtotals	No	No
Adjusted Trial Balance, without subtotals	No	No
Listing of General Ledger Accounts	No	No

## Who wants to be a Member of the Board of Accountancy?

*Doug Warren, CPA, Chair of the Tennessee State Board of Accountancy*

Serving as a member of the Tennessee State Board of Accountancy is both a challenging and rewarding experience. As Board members, are responsible for enforcing the laws and rules that have been passed to protect both the public and the profession. One must be sensitive to the fact that our number one priority, as Board members, is to protect the public. Fortunately, most of the time what protects the public is consistent with what is good for the profession.

As Board members, we are faced with many of the issues challenging our profession today. In addition to our responsibilities for the administration of the CPA exam and the issuance of licensing CPAs to practice in Tennessee, the Board must address issues involving the computerized CPA exam; applications from candidates who desire to sit for the exam; coordination with the National Association of State Boards of Accountancy and Prometric, and the release of the CPA grades.

In the area of Continued Professional Education (CPE), the Board must not only verify that all CPAs practicing in Tennessee obtain the necessary amount of CPE, but also that the CPE is appropriate for continuing education credit. This involves a review of courses and vendors to ensure that appropriate CPE is being offered.

One challenge facing CPAs today is the globalization of our profession. The Board has adopted mutual recognition agreements with Mexico, Canada, Australia and Ireland regarding the acceptance of international credentials when foreign licensees desire to provide

*cont. page 7*



## Career Killers

by Linda L. Biek, CPA

I recently read an article in the Wall Street Journal by Marjorie Brody and Pamela J. Holland discussing career killers. The authors discussed several areas in which professionals put their careers in jeopardy. Several of the behaviors are worth mentioning in this newsletter.

1. Watch your words when using email or writing a letter.
2. Make sure unsolicited emails are of value to the recipient.
3. Emails are not private and, once deleted, can still come back to haunt you.
4. Never assume anything.
5. Take responsibility for your actions, your words, your projects, and your life. 100% responsibility results in trust and respect.

A different type of career killer is physiological and deals with substance abuse, stress, and depression. According to research performed by Don Jones, approximately ten percent of CPAs endure these easily identifiable and treatable illnesses.

During my 3 years as the Executive Director and 7 years as the Investigator, I have met CPAs who are unable to fulfill their professional responsibilities due to personal influences. Since the responsibility of the Board of Accountancy is to protect the public, it would be irresponsible to ignore these factors and the effect they have upon the profession. As a result, I will spend the next few months researching the Tennessee Lawyers Assistance Program (sponsored by the Tennessee Bar Association) and the Concerned CPA Network (administered by the Texas Society of CPAs) to determine how the Board can help CPAs manage these treatable career killers. Please contact me if you would like to offer input into the program or if you have overcome one of these illnesses. Requests for confidentiality will be honored.

## METHODS of Licensure

by Brenda Demastus

### Initial CPA Licensure

An applicant for licensure must complete a total of 150 semester hours from an accredited institution, with a minimum of 24 hours in accounting and 24 hours in business. Half of those courses must be at the upper division level. When the individual has met the educational requirement, they

can contact CPA Examination Services (CPAES) at 1-800-CPA-EXAM for information to sit for the CPA exam. They can also access information from [www.nasbatools.com](http://www.nasbatools.com) and go to the "examination" link.

In addition, the applicant must score 90% or above on the AICPA ethics exam. A book or a CD may be

*cont. page 7*

### CPE Corner...cont.

application process for exempt accounting associations. Any accounting association may apply with the Board for the exemption. To determine if your association is approved please visit [www.state.tn.us/commerce/boards/tnsba](http://www.state.tn.us/commerce/boards/tnsba).

If the association is not listed as an approved Tennessee Exempt Organization (TEO) then the association should contact Ethel Mims at 615-741-2550 or via e-mail at [ethel.mims@state.tn.us](mailto:ethel.mims@state.tn.us). She will assist in the application process. If the association does not appear on the approved TEO list or the NASBA registry, the CPE cannot be used to meet the renewal requirements for TN licensees.

A link to the NASBA registry of approved CPE sponsors is on the Board web site. To view the CPE registry for live CPE courses or the QAS registry for self-study courses go to [www.state.tn.us/commerce/boards/tnsba](http://www.state.tn.us/commerce/boards/tnsba) and look under the CPE section to find the links.

There is a proposed rule which will go into effect by the end of the year and will once again allow carry forward CPE hours. In order to claim the carry forward hours, the licensee must maintain a listing of the CPE that is being carried forward. If the licensee cannot substantiate the carry forward hours, they cannot be claimed to meet the CPE reporting requirements. As always, carry forward hours cannot be used to meet the 20 hour yearly minimum;

*cont. next page*



## STAGGERED CPA LICENSE RENEWALS ARE GREAT!

Patricia A. Turner

I know...I can just hear each of you saying "I don't think so." But, it will be so much better than you can imagine. The Board of Accountancy is scheduled to begin a staggered renewal process for all individual CPAs and PAs in the summer of 2007. Firms will still renew annually.

Under the current renewal system, three people work exclusively on 7,000 renewals, taking approximately 3 months to complete the process. During this time, licensee information on the website shows that the individual has a delinquent license. You have complained that you do not like this lag time and the State of Tennessee has listened to your concerns.

The staggered renewal system will divide up renewal processing over a 12-month period and will allow the staff to process renewals within a few days. Turn around time will be much quicker and the flow of work will be much more efficient. The Board office is being restructured to allow staff members to focus on specific operational concerns and provide a more efficient, customer-friendly response to licensees and the general public.

Previously, I worked in a licensing division that had staggered renewals and, upon seeing the Accountancy Board renewal process, thought "How do you get this done with all this paper coming at you at the same time?" I

found out it takes a lot of hard work, a lot of frustration, and a lot of paper shuffling many times before the renewal is finished and filed away. I am happy to say that the transition to a staggered renewal system will result in licensees receiving their renewed licenses within a week or two of submission of the completed renewal information...even less time if you choose to renew online. How's that for progress?

## WE NEED YOUR E-MAIL ADDRESS

By Daniel Syriac

The Board of Accountancy will soon enter the 21st century and disseminate renewal notices, newsletters, and other information electronically. This will provide a cost savings on printing and postage, as well as reducing the amount of paper required.

Please notify us whenever there is a change in your e-mail address. Simply e-mail the representative that services the number range that includes your CPA number.

### License numbers:

0000 - 7000	Pat Turner	<a href="mailto:patricia.a.turner@state.tn.us">patricia.a.turner@state.tn.us</a>
7001 - 11500	Brenda Demastus	<a href="mailto:brenda.demastus@state.tn.us">brenda.demastus@state.tn.us</a>
11501 - 15600	Dan Syriac	<a href="mailto:daniel.syriac@state.tn.us">daniel.syriac@state.tn.us</a>
15601 & up and all PAs	Ethel Mims	<a href="mailto:ethel.mims@state.tn.us">ethel.mims@state.tn.us</a>
CPA Firms	Leona Johnson	<a href="mailto:leona.johnson@state.tn.us">leona.johnson@state.tn.us</a>

The Board is working to provide licensees with the option to receive information electronically at some point in October 2006. Please check the web site for updates to see when this option is available. [www.state.tn.us/commerce/boards](http://www.state.tn.us/commerce/boards)

### CPE Corner...cont.

the 20 attest or expert witness testimony hours; or the 40 hour technical requirement.

Please contact me with any questions or concerns you have regarding CPE. I am always happy to assist you in any way.

## ANNOUNCEMENT

There will be a hearing before the Tennessee State Board of Accountancy on October 23, 2006 to consider a rule change to remove the language which provides renewals based on odd/even license numbers. For additional information, please visit the Board's website.

## CPAs With Delinquent Licenses

On October 31, 2005 the Board mailed license renewal applications to approximately 7,000 odd-numbered CPAs. As of August 9, 2006, 281 CPAs have not renewed their license. Since renewals are every two years, some addresses may be outdated and the CPA may

not have received the renewal application. This listing is provided in an effort to locate these individuals. If you know the whereabouts of an individual listed here, please provide them with a copy of this article, or have them contact the Board. Thank you.

Adair, Jimmy D.	6569	Canary, Hal W., Jr.	2905	Fuller, Patrick J. I.	18281
Adair, Jimmy D.	6569	Canon, David P.	15117	Garrett, James A.	15331
Allen, Mark F.	9423	Capps, Larry	17871	Giannotti, Jennifer	16587
Allen, Minnie C.	10727	Cary, Sandra K.	10237	Gilbert, Ronald K.	12945
Allen, Wayne S.	10837	Cates, Amy Matkins	11739	Gooden, Steven P.	15809
Ames, Kimberly Jean	10501	Catlett, Cassandra Leah	13931	Goodwin, Sean Michael	17231
Armstrong, Thomas Hugh	8913	Chervenak, William	4057	Gray, Michael D.	15831
Anders, Beverly	13727	Choat, Ernest E., Jr.	7957	Hair, Cheryl Seegraves	6991
Arnold, Charles Marvin	8053	Clark, Richard E.	10191	Hamblen, John T., Jr.	15371
Anderson, Paul Rogers	14721	Clark, Roger Wilburn	7689	Hammond, Jesse	7225
Austin, Stephanie, M.	9255	Clifton, Gregory D.	12717	Hamner, Patrick Drury	12665
Babina, Susan K.	7527	Coley, Larry D.	5847	Hardin, Robert C.	4305
Baggett, Steven Paul	17731	Combs, Julia H.	17425	Harding, J. Matthew	17061
Bagley, L. Battle, III	7407	Courson-Smith, Susan C.	12289	Harness, R. R.	2095
Bailey, Diania H.	11439	Couture, Lee Ann	12309	Harris, Lawrence W.	4711
Bardill, Janice K.	11117	Couture, Martin M.	10929	Hart, John Drew	18871
Bartrum, Lynn Lasley	18073	Crawford, John G.	4741	Hartley, Mark Allan	12101
Bennett, James David	14663	Criswell, Kelly	9811	Hatcher, Maurice J.	11035
Blalock, Karen Gregory	8571	Cummings, Harold Greig, III	16185	Hauser, Ellen D.	7195
Bland, James T., Jr.	4121	Dade, Suzette Cotthoff	13831	Hays, Anita Dettor	10131
Bledsoe, Thomas A.	13213	Davis, Lance S.	12323	Henry, Linda J.	8551
Bolick, Alan Eugene	8681	Davis, William D.	7197	Henry, Thomas M.	8031
Bolin, Debra Lynne	12487	Day, Fred MacFaPlls	7437	Herring, Dave Alan	8265
Boswell, James H.	4053	Denton, Jonna M.	9827	Hird, Maureen M.	12195
Bowman, Gene M.	16537	Dibenedetto, Anthony	18375	Hise, Phillip G.	5081
Briscoe, Rulon Michael	16963	Diffendal, Theresa L.	7817	Holler, Melanyann Mee Yin	17781
Brown, H. Carey	1807	Downey, Donald E.	2837	Hollifield, Hiram H.	8365
Browning, Suzanne E.	7677	Doyle, John Michael	10121	Holloway, Michael C.	11133
Brummett, Janie Lynn	12639	Duff, Julie Martin	9871	Holton, Richard D.	4265
Bundren, Danny E.	6481	Eastman, Chapel R.	18245	Honeycutt, Jeffrey Scott	18469
Burcham, W. Whitfield	2309	Fifer, Vincent S.	6395	Hopkins, Roger R.	8001
Burns, Julie	11223	Flatt, Jason Y.	10587	Horton Larue P., III	7601
Byrd, Phillip David	9167	Fletcher, John F.	14763	Howard, John F.	15379
Calvert, Dana Christiansen	17655	Fowler, Kenneth Hutchins	10377	Huffman-Jones, Cheri	15333
Campbell, Earl W.	11097	Franklin, James Evans	7403	Hurst, Jennifer Ann	17111
Campbell, James T.	2151	Franks, Don G.	10623	Ivanov, Hristo I.	17985
Campbell, Richard Oliver	10005	French, Lorinda Seymore	14279	Jenkins, David A.	5153
		Frisbey, Bradley A.	10247		

*cont. next page*

**Delinquent Licenses...cont.**

Johnson, Terri W.	13947
Jones, Linda Gail	9395
Kelley, John Joseph	13257
Kent, Cheryl Rule	9941
Kincaid, William L.	7829
Kornegay, Siretta Y.	14961
Kubala, Thomas E.	5975
LaFoy, Jonnie J.	12251
Lambert, Eric D.	18341
Lambert, Nancy Lynn	8953
Landi, Robert C.	9751
Lansky, Gregg I.	11923
Larsen, Bronwyn G.	7013
Law, Aaron J.	8885
Leung, Caroline Wong	11343
Lewis, Mary Jo Butts	3605
Lipford, Steve	11293
Little, Suzanne Counts	11661
Livingston, James Dennis	8179
Lowrance, David E.	15359
Lusk, Sharon	9505
Luton, Thomas H.	6301
Lyle, Raymond	11107
Malin, Randall Lee	8229
Marquart, Cynthia Ann	13739
Martin, Michael	13909
McBrayer, Christopher J.	16675
McBride, Denette M.	7445
McCarley, Autumn M.	17051
McKerley, Michael	10473
McNeil, Jerry P.	4323
McNiell, Brian M.	16325
Meador, Michael D.	4515
Miles, Dan Michael	11849
Millard, Gary	7153
Mills, Eric Nelson	8191
Monks, Kimberly W.	11005
Montoya, Stephen A.	10807
Moore, Johnny B.	11282
Murphy, Justin B.	18561
Myrick, Janice L.	7859
Nanney, Karen Forrest	10111
Niclosi, Michael R.	15107
Nodoushani, Patricia Pailey	13357

Nwauwa, Ugochukwu W.	12197
Ogle, John D.	11237
Oldham, Kay Armor	7517
Patel, Kiren K.	14671
Patterson, Kevin M.	16683
Pearigen, Philip Barton	10045
Peters, Elizabeth Vorneh	9597
Pettit, Scott	18283
Pope, Michelle Ervin	14241
Porter, James A.	5825
Poteet, Sam Holladay, Jr.	8585
Potts, Harrel K., II	6129
Primm, Leonard E.	3137
Ramsey, John P.	3823
Rea, Kelly V.	15297
Reed, Susan E.	11359
Reid, Katherine A.	14103
Ressler, Thomas J.	13179
Rice, Steven L.	8141
Roach, Sean S.	11363
Robinson, Thomas Ray	12381
Romaine, John E.	7215
Russe, Conrad Thomas C.	7775
Saxon, James M., Jr.	17589
Schofield, Anthony M.	10801
Shaw, Greg	9719
Sluder, R. Christopher	12683
Smith, Aleah R.	17571
Smith, Kenneth H.	11713
Speas, David J.	17397
Spencer, David K.	8727
Stanton, Steven T.	6249
Stout, John Robert	13323
Symons, Rebecca Jewel	15731
Tackett, Charles	10471
Tansley, Paul D.	16079
Turnbow, Neva Caroline	15624
Underhill, Gentry Brown, Jr.	7793
Upchurch, Marc A.	8161
Wade, Dennis E.	6159
Wade, Lisa Marie	8707
Wall, Catherin K.	6853
Wardley, James A.	1367
Webb, William Byram	18857

Welsh, Jeanne Ann	9351
White, Bradley Thomas	14341
Whiteside, Joy L.	10037
Widner, Cynthia Webb	12501
Williford, Astrid	10213
Witt, Kevin Lee	16011
Wolfgang, Amy R.	14837
Woodlief, Daniel R., Jr.	16503
Woods, Matthew D.	17617
Wright, Paul M.	5059
Speas, David J.	17397

Individuals who have not renewed their licenses should not be holding themselves out as CPAs or offering services to the public.

The license of anyone listed above, who has not renewed their license by January 1, 2007, will lapse. Once the CPA license has lapsed, the individual must go through the reinstatement process to become a CPA again. The reinstatement process is as follows. Complete 80 hours of technical CPE within a six month period prior to submission of a reinstatement request. The applicant must then submit a reinstatement form along with original certificates of completion, fees, and fines. The fees and fines include a \$200 application fee, a renewal fee, all past due late fees, a \$50 civil penalty and/or a change of address fee of \$25.

Technical CPE includes Accounting & Auditing, Taxation, Management Advisory Services, Financial Planning, Governmental Auditing & Reporting, and SEC Accounting & Reporting. If the licensee offers attest services, at least 20 CPE hours must be in Accounting & Auditing.

## Board Accountancy...cont.

accounting services to Tennessee entities. The Board is charged with reviewing and determining if such individuals are qualified to obtain a Tennessee CPA license.

Even practicing across state lines can be confusing due to the difficulty in understanding what is needed to satisfy the various requirements for out-of-state individuals and firms. With 55 jurisdictions now issuing the CPA certification, the Board is confronted with 55 different sets of laws, rules and regulations. The Board attempts to make reciprocity as convenient as possible for out-of-state CPAs who want to practice in Tennessee. This raises issues such as where is the service performed? Does the CPA have to physically be in Tennessee? Do the firm and the CPA both have to obtain a license? The list goes on and on.

Then, there is the enforcement of the laws and rules that govern the practice of accounting. This is handled through a complaint process. Once a complaint is filed it undergoes a legal review and is then assigned to the Board's investigator. Once the investigation is complete, the Board must decide what action is necessary to address the violations which may have occurred. Many of the complaints do not involve CPAs; they involve individuals holding out as CPAs or practicing accounting without a license. At any given time, the Board has between 80 -120 complaints in process.

Finally, the Board is involved in the new on-line renewal process; the implementation of a new licensing computer system; CPE verification and audits, and more.

As Board members, we meet quarterly. The 2 day calendar begins with committee meetings and ends with formal hearings and the full board meeting. However, individual Board members communicate with the staff on a regular basis regarding issues that require our attention and consideration. While the task is very demanding and time consuming, it is all the while rewarding. Fortunately, the Board is staffed with a group of very qualified and capable individuals who do much of the work and make our job as board members more satisfying.

## Methods...cont.

ordered directly by contacting the TSCPA at 615-377-3825 or the AICPA at 1-888-777-7077.

Upon the board's notification of successful completion of the CPA exam (from CPAES) and the AICPA ethics exam (from the AICPA), an application will be mailed from the Board of Accountancy. The one-page application must be completed by the applicant. The experience affidavit at the bottom portion of the application must be signed by a licensed, current CPA who has knowledge of the applicant's experience in the field of accounting. After completion, the form and a \$100 fee can be mailed to the Board office. Once approved, the new licensee will receive a pocket license and a wall certificate.

## Reciprocity

In order to obtain a Tennessee CPA license through reciprocity, the applicant must provide proof of CPA licensure from another state; transcripts showing that they have met the current educational requirements (See "Initial CPA licensure"); and one year of experience in the field of accounting. If they do not comply with the current educational requirements, they can obtain a Tennessee license through reciprocity by providing proof of CPA licensure in another state; completion of a Bachelor's degree; four (4) years of experience within the past ten years; and completion of 80 CPE hours within the past 24 months.

The Interstate Exchange form is the first part of the reciprocal process and is available on the board's website at [www.state.tn.us/commerce/boards/tnsba](http://www.state.tn.us/commerce/boards/tnsba)

under "Reciprocity." An instruction page and checklist is provided for the applicant's assistance. After the completed Interstate Exchange form and application fee of \$100 has been received by the board staff, the paperwork for the second part of the process will be sent to the applicant along with a request for a \$100 renewal fee.

## Transfer of Grades

The final method of obtaining a Tennessee license is through a transfer of grades. If an individual completed all four parts of the CPA exam in another state but did not become licensed in that state, they can transfer their CPA exam grades to Tennessee. The individual will use the Interstate Exchange form and submit transcripts with proof of compliance with the current educational requirements (See "Initial CPA licensure") and one year experience in the field of accounting. The fee structure is the same as that of a reciprocal applicant.

## Substantial Equivalency (Privilege to Practice)

This one-page form, commonly referred to as a "notification form," must be completed by a CPA who is licensed and located in another state and returned with the \$50 fee. This is for an applicant not performing any attest engagements. The form can be downloaded from the board website. Please note that residents of Tennessee cannot obtain the practice privilege in this state. Out-of-state CPAs who will be performing attest services in Tennessee should contact the board office to determine if a Tennessee CPA license and firm registration is required.



# Board Staff



*Leona Johnson,  
CPA Firm Coordinator*



*Ethel Mims,  
CPE Coordinator*

*Dan Syriac,  
Office Manager*

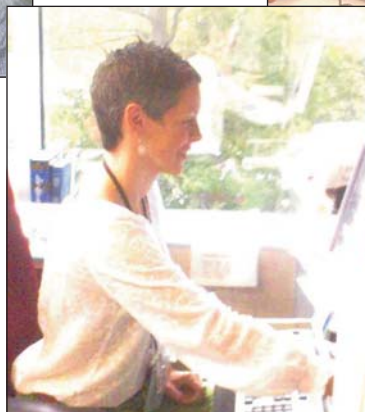


*Brenda Demastus,  
Licensing Coordinator*



*Mark Crocker,  
Investigator*

*Pat Turner,  
Enforcement  
Coordinator*



*Linda Biek,  
Executive Director*



Tennessee Department of Commerce and Insurance  
Authorization No. 335328, 13,300 copies, September 2006.  
This document was promulgated at a cost of \$.27 per copy

PERMIT NO. 768  
NASHVILLE, TN  
PAID  
U.S. POSTAGE  
PRESORTED STD

Tennessee Department of Commerce and Insurance  
Tennessee State Board of Accountancy  
2nd Floor, Davy Crockett Tower  
500 James Robertson Parkway  
Nashville, Tennessee 37243-1141